



BOARD FOR FIREFIGHTING
PERSONNEL STANDARDS AND EDUCATION

Meeting Minutes – October 2, 2017

Wayne Twp. FD
700 N High School Rd.
Indianapolis, IN 46214

NOTE: All variance request must be received no less than 20 days prior to the Fire Board Meeting to be put on the Agenda.

A. Call to order – 6:01 PM by Chairman Eric Drieman

Board Members Present

Eric Drieman (Chair); Eric Gentry (Vice Chair); Geno Brabson; John Smith; Jason Rogers; James Greeson (Fire Marshal); John Brown (DHS Division Director of Planning & Assessment- sat in for Brandon Wood)

Board Members Absent

Chris Johnson; Burke Jones; Rob Lund (Secretary); Greg Wyant; Tom Hanify

B. Consideration and approval of August 7, 2017 Fire Board Meeting Minutes – 6:01 PM
Motion to approve minutes by John Smith, 2nd by Eric Gentry, the remaining board members stated “Aye” in agreement to approve August minutes.

C. Chelsea Smith, Administrative Law Judge – Ethics Presentation

Chelsea spoke briefly about financial disclosure statements, conflicts of interest: decisions in votes and contracts, political activity: no soliciting from Fire Departments as a member of the board, and lobbying: no lobbying the executive branch, but legislative lobbying is okay, and also cannot sit on a board and be a lobbyist.

D. New Variance requests (staff recommends approval)

It was decided and approved by legal that the board would combine items D1 through D6 as on item. However, each student’s name was read into the record.

1. Southeastern Career Center (Versailles, IN) requesting variance for eleven (11) students who are under 18 to take Cognitive Testing and Practical Skills Testing for the following courses: Mandatory, Firefighter I, Firefighter II, HazMat Awareness, HazMat Operations and Technical Rescue. In addition, they are requesting all skills be valid until the students 19th birthday. Student below:



Southeastern Career Center	
Student Name	Student Name
Barrett, Savannah	Morris, Ethan
Davis, Jasmine	Petrosky, Haley
Gayheart, Crista	Schnebelt, Saben
Goble, Joseph	Selvage, Brandi
Jones, Peyton	Wilkerson, Dennis
Mandrell, Jeviah	

2. Muncie Area Career Center requesting variance for nine (9) students who are 16 years or older to take Cognitive Testing for the following courses: Mandatory and HazMat Awareness prior to taking the practical skills examinations, with the variance to be valid until their 19th birthday. (See next page for student names)

Muncie Area Career Center			
Student Name	PSID	Student Name	PSID
Adney, Tyler	9430-4167	Graham, Mason	6084-6136
Berg, Andrew	2274-3425	Hahn, Chance	3785-0906
Brown, Taylor	2270-5413	Lingle, Noah	4416-8492
Coomer, Micah	1763-9107	Yaney, Dustin	1134-7659
Cougill, Seth	4209-9522		

3. Southmont High School/West Central CTE Program is requesting a variance for practical skills for Firefighter I, Firefighter II, and HazMat Operations to be extended six to eighteen (6-18) months or until the student turns 18 years of age.

Southmont High School/West Central CTE Program	
Student Name	Student Name
Acosta, Jesus	Labosky, Ethan
Barnes, Jennifer	Laycock, Joseph
Becker, Owen	McCloud, Nicholes
Chaney, Calvin	Richardson, Olivia
Clayburn, Kaylyn	Sering, Lacey



4. The Fort Wayne Community Schools Firefighter Career Academy is requesting a variance for 15 students who are under 18 to take the Cognitive Testing and Practical Skills Testing for the following courses: Mandatory, Firefighter I, Firefighter II, HazMat Awareness, HazMat Ops and Technical Rescue Awareness (Modules A, B, C and D). In addition, requesting their skills be valid until their 19th birthday. The students are:

Ft Wayne Community Schools FF Career Academy			
Student Name	PSID	Student Name	PSID
Tim Bobay	9269 -2544	Brad Poiry	3196 -1477
Joey Bushey	1920 -5541	Hunter Rupert	1801 -5708
Cassidy Cudd	4041-8220	Nate Stailey	8210 -6080
Reed Davis	2049 -2009	Ryan Sutter	1245 -6536
Brittany Enright	9879 -9697	Hudson Walker	0378 -5818
Tehya Mahathy	3516 -1814	Colin Yoder	5978 -9108
Amanda Moser	3475-8536	Sam Yolevich	5087 -0493
Matthew Pilling	4306 -7029		

5. Prosser Career Education Center is requesting a variance for twenty-five (25) students who are 16 years or older, and a junior, to take Cognitive Testing prior to taking the practical skills testing for the following courses: Mandatory, Firefighter I, Firefighter II, HazMat Awareness, HazMat Operations and Technical Rescue. I am requesting a variance to allow the following students, each of whom currently is 16 years of age or older, and a junior, to take the written examinations for [Mandatory, Firefighter I, Firefighter II, Firefighter I/II, and Hazardous Materials Awareness and Hazardous Material Operations,] prior to taking the practical skills examinations, with the variance to be valid until their 19th birthday.

Further, I am requesting a variance to allow the same students to take the practical skills examinations for [Mandatory, Firefighter I, Firefighter II, Firefighter I/II, and Hazardous Materials Awareness and Hazardous Material Operations] at the age of 17 years and 1 week and have their passing score remain valid until their 18th birthday, with the variance to be valid until their 19th birthday. (See list of students below)



Prosser Career Education Center			
Student Name	PSID	Student Name	PSID
Bender, Katie	0027-2345	McCubbins, Kaleb	7670-3113
Brinley, Sammi	7690-1061	Newby, Tyler	3292-4425
Caudill, Keisha	6047-2304	Porter, Lei' Asia	4613-1558
Cherry, Ashley	1482-6822	Quintero, Branden	3905-4011
Clark, Noah	6433-0287	Reynolds, Alex	9414-9718
Gayhart, Trent	8674-5844	Sage, Bradley	9420-7707
Hendrix, Dorian	6267-3203	Schultz, Daniel	5692-5467
Johnson, Dylan	9705-0168	Smythe, Nathaniel	7764-1813
Kasey, Josh	0323-4623	Sutherlin, Lily	8723-0708
Kasse, Lucas	7002-1069	Williams, Kaylyn	4011-8444
Kemp, Bryen	8259-6150	Wright, Gregory	5389-9860
Martin, Caroline	2659-6990	Yates, Megan	5343-8573
McCarthy, Nathan	5399-6340		

6. Columbia City High School – Variance for 3 students who are under 18 to take the Cognitive Testing and Practical Skills Testing for the following courses: Mandatory, Firefighter I, Firefighter II, HazMat Awareness, HazMat Ops and Technical Rescue Awareness. In addition, requesting their skills be valid until their 19th birthday. The students are:

Columbia City Students			
Students Name	PSID	Students Name	PSID
Gardner, Zach	1076-9080	Hill, Colin	6964-7654
Stouder, Zoe	4661-7640		

- Motion to accept those names read from D1-6 by Genoio Brabson. Genoio Brabson amended motion to: Give variance to students D1 through D6 and that they will be valid until their 19th birthday, 2nd by Eric Gentry, all voting members in favor stated Aye to approve. Motion carries.
- John Buckman: I think because we had so many different language uses here, we will develop a template to fill in the blank which can be filled it should make these request consistent and make it a little bit easier on you. I'll have to ask Legal first.
- John Smith: Wow! Smart move.



- John Buckman: So, we will do that based upon variance in the Board Rules.
7. Christopher Morris 2674-5465 is requesting Reciprocity for the skills to transfer over from the courses he took at the Bowling Green State University in Ohio for: Trench Rescue Operations and Technician, Vehicle Machinery Rescue Operations and Technician, and Structural Collapse Operations. He has provided all the Certificates he has received from the school and all Indiana Skills sheets for these courses signed off on by the lead evaluator. The Instructor has sent an email explaining their school. Additionally, he sent his resume and the resume of the Lead Evaluator which is with the documents provided to the board. He will still need to take the Indiana State Certification examinations for these courses.
- John Buckman: I found this language in the board rules and I am paraphrasing – to qualify for reciprocity you must provide evidence of testing and training not one or the other, but both. So, in this case we are not seeing evidence of testing, we see evidence of training
 - Motion to accept Mr. Morris skills to transfer into the State of Indiana For Trench Rescue Ops and Tech, Vehicle Machinery Rescue Ops and Tech, and Structural Collapse Ops, but still be required to complete all cognitive examinations for those certifications by Eric Gentry, 2nd by John Smith, all voting members stated Aye to approve. Motion carries.
8. Jarrod Sights 4863-7181 is requesting Reciprocity for Fire Officer I and Fire Officer II. He has met all the prerequisites for the Certifications. He has submitted the FO I & FO II Variance packets of required information along with all his IN Fire Officer skills sheets for both FO I and FO II signed off. In addition to his leadership and management experience in emergency services he has acquired an Associate's degree in Paramedicine, Bachelor's Degree in Health Sciences with a concentration in Organizational Improvement, and a Master's in Business Administration with a concentration in Healthcare. In addition to formal education he is a lifelong learner and continually seeks out classes and opportunities to learn. He has recently acquired the CEMSO Officer Credential from the Center for Public Safety Excellence.
- Motion to accept Jarrod Sights request for Fire Officer I and Fire Officer II based off staff recommendation, and his credentials and documentation presented to the Board by John Smith, 2nd by James Greeson, all voting members stated Aye to approve.



9. Sebastian Shriver 2605-2966 is requesting Reciprocity for Instructor I based off of his PI for Indiana. He has taken and passed the Fire Board Rules Exam on 8/16/17.
 - John Buckman: Mr. Chairman before you ask for a motion, I want to inform the board since your last meeting we approved several of these reciprocity requests for Instructor. We now realize they have taken the Board Rules Test, but don't know how to register a course and we have been getting phone calls about "how do you register for a course" that is a skill. We ask that you consider adding they complete the skill of registering a course along with taking the board rules reciprocity test as part of the Instructor Reciprocity agreement.
 - Motion that we give reciprocity to the individual requesting and add the skill of how to register a course to the testing by Genoio Brabson, 2nd by James Greeson, all voting members stated Aye to approve. Motion carries.
10. Garton, Ty 2512-3261 is requesting Reciprocity for Fire Officer III. He has met the prerequisites for the certification. He has submitted the Fire Office III Variance packet of required information along with all his IN Fire Officer III skills sheets signed off. He obtained his Bachelor of Science Fire Administration from Southern Columbia University in Alabama in 2016. He has many years of experience (see packet).
 - Motion to agree with staff recommendations by Eric Gentry, 2nd by James Greeson, all voting members stated Aye to approve. Motion carries.
11. Terrence Boes Jr. 8462-4847 is requesting to have his Instructor I reinstated (it expired 2/24/2013 however he has IN IFSAC on Instructor I). He has taken the Board Rules Exam and passed on 9/06/17. If the board will grant his Instructor I to be reinstated (made active) he would like to use his Texas Certifications in Instructor II and Instructor III to make his IN Instructor II/III active again (his IN Instructor II/III expired 3/4/2006). He is currently teaching out at Emmitsburg on the EMA side and at NFA. He will be coming to Indiana to instruct and needs to have his IN certifications active.
 - Board decided to table this request until next meeting. Motion to table until next meeting by Jason Rogers, 2nd by Genoio Barbson, all voting members stated Aye to approve. "Staff to follow up with Mr. Boes to find out why he feels the need to have Instructor reinstated when he has IFSAC instructor? Staff will also find out what type of courses Mr. Boes will be instructing."



12. Carmel Fire Department Variance Request – This was discussed at the last board meeting. Documents (list of classes and who is in each class) handed out at board meeting. Variance to allow to take classes out of order with understanding that they will get certified in 2019. Understand that they will not receive certifications until all courses are completed. Required students to take all skills before written exam. Keep board updated, contact John Buckman, and email Donna Saine. Plan to extend grant for 3 months. Variance request until 6.1.2019. Firefighter I not tested in Mandatory.
- Motion to allow Carmel Fire Department members to take courses out of order and certifications will not be issued until all the testing is fully completed by James Greeson, 2nd by Eric Gentry, all voting members stated Aye to approve.

E. New Variance requests (staff recommends denial)

F. New Variance requests (staff has no recommendation)

G. State Fire Marshal Report – James Greeson

- The State Fire Marshal reported on the Fire Prevention week October 8th through the 14th. Departments are having Fire Prevention programs involving schools. We were notified October 2nd the Assistance Firefighting Grant for Fire Prevention Public Education was denied. IDHS did not receive this grant award this year. We will reapply again next year. End of this month is Halloween and in your jurisdiction if you have haunted houses, we hope you are out looking at them, making sure they have permits, and are using fire recharge material in the different areas of pathways.

H. Director of Training/Preparedness – John Brown sat in for Director Brandon Wood and had no report for this meeting.

I. Academy Director – John M. Buckman III

- We are redoing the Board Reciprocity training program to make it more current probably has been about 3 years since we updated and within the next 30 days we will have a new one. It will be broken into 3 sections 20 minute apiece, and there will be a test at the end of each section. We will explain more about the Non-Rule Policy and what some of those are. The roles of Lead Evaluators and the Lead Instructor. We will reinforce things they should have been taught in an Instructor class when they take the Board Reciprocity test. We are actually going to encourage



instructors who are current, they can get adult education credits by taking these courses. They have to get 2 hours a year, so here they can probably get 1 hour of time because this will be about teaching, and delivery of certification to our students. The Board Reciprocity testing will not be completed as LMS because we are losing our LMS Director. We will work on getting it on the LMS as soon as we get an LMS director. It will be online not a paper test. Introduced new staff members: Monica Hurley, Fire Training Admin and Wade Walling, Fire Training Program Manager.

1. Mandatory Certification report – A fire department up north requiring all their staff to hold both Mandatory and Firefighter I certifications they want to be given the Mandatory Certifications as well. However, they have not taken the written test for Mandatory. Counsel, code not required to Mandatory course. Board does not think we should take action or staff should be saddled into dealing with the matter. *Motion to deny by Jason Rogers, 2nd by Eric Gentry, all voting members stated Aye to approve denial of request. Motion carries.*
2. Jason Coffey has D/O Pumper and D/O Mobile Water Supply. He needs to get General and D/O Aerial. He has done all the skills for Aerial. He did at one time help validate this test when we created beta test program and he did have access to the test questions. I assert that Jason Coffey has not seen the test in over 45 days. Jason still needs Aerial and General. I am asking to allow Jason Coffey to take his D/O Aerial and General test at least 30 days from now. *Motion to approve by Eric Gentry, 2nd by John Smith, all voting members stated Aye motion carries.*
3. Charlie Heflin - Quality Assurance completed three (3) online surveys. Instructor I survey as a skill. You cannot complete Instructor without completing the survey and we have received forty-five (45) responses. Created a site survey where IDSH can go out and watch over an ongoing class. We also created a General Survey, which is general questions about the instructor and the materials being available to students. Working with EMS to create survey to send out to EMA entity.
4. **Investigation Report** – We had an investigation on a complaint we received this back in July this was in reference to a Hazmat Awareness course. The proctor allowed another person in the room that was not taking the test. This person was the site building representative. He was the one if they had any computer problems, he would fix them. The Proctor and he are both volunteer firefighters and started a conversation. The complaint allegation was written by



the Fire Chief and forwarded to us. He was not in the room, these volunteer firefighters went to him. One of the three said “She did not ask him to write the letter and the other two did”, the one that said she did not ask for him to write the letter also said “they were not noisy and did not bother me, but the other two said they did and were bothered by the conversation.” The conversation lasted about five (5) minutes or less. We do not see anything in the Board Rules that they violated. The Proctor knows next time, from a phone conversation that myself and Charlie had with him, and not do this again. We bring this to you in an event that you would want to do something or take any kind of action.

- Jason Rogers: Did they pass?
- John Buckman: Yes, they did it was the second testing.
- Genoio Brabson: Did they say they were offended or something? I am not sure, I am not understanding the complaint.
- John Buckman: The one girl said it was very distracting and she actually put her hands over her ears so she could concentrate on the test questions. One of the three made that statement.
- John Brown: So these guys were just sitting there talking?
- John Buckman: Yes because these guys were talking in the test room.
- Genoio Brabson: How long was the test?
- John Buckman: Hazmat Awareness is 25 questions (I believe) it is open book and you get to have the Emergency Response Guide (ERG) - 80% of the questions come out of the ERG
- Donna Saine: You get three (3) hours to take the test.
- Genoio Brabson: Did they get to take the test at all? Other than the fact they were talking, she still had plenty of time.
- Eric Gentry: What do they want to see? Do they want to see anything or were they just complaining? Or just filing a complaint.
- John Buckman: We did not ask them that.
- Eric Drieman: You talked to Mr. Spencer and Mr. Moore?
- John Buckman: They acknowledged that they were in the room having a conversation. Mr. Spencer said “It was a whisper conversation.”
- Eric Drieman: I see you counseled them in some fashion. They have been counseled. Would anyone like to take a motion?
- ***Motion to take no action by Jason Rogers, 2nd Genoio Brabson, all voting members stated Aye to approve. Motion carries.***



J. Administrative Proceedings/ Non-Final Orders – Legal

1. Non-Final Order – See, Christopher 5110-8227
Final order to dismiss Christopher See (Switzerland Co.)
 - ***Motion to accept Administrative Law Judge decision by Eric Gentry, 2nd by Jason Rogers, all voting members stated Aye to approve. Motion carries.***
2. Notice of Non-Final Order, Findings of Fact, Conclusions of Law, and Non-Final Order for In re Ross, K. 2670-4764 (Cause No. DHS-1713-BFPSE-001)
Made decision to keep the revocation Instructor II/III in place. Changed Instructor I revocation to Suspension from 2/27/17 through October 2, 2017. Will be on probation for his Instructor I Certification for the remainder of this certification period to 9/16/2018. If he recertifies his Instructor I after that he will remain on probation to the end of the next certification cycle to 9/16/2020.
 - John Buckman- Mr. Chairman, if I could just refresh you this instructor is alleged that he gave copies of the test to students. He lied to us and told us he did not do any of this in our first interview which was conducted by Donna and myself. During testing he answered questions from the students about the test. He coached them and they had group discussions about what is the right answer for test questions. In my opinion this is significantly different than most violations of the rules in one incident, but in this case we had three incidents that violates your rules.
 - Eric Gentry – Is he here?
 - Keith Ross – I am here. So, basically some of the stuff that was said or not said is not right. This is their 2nd retest I was not there for the 1st two tests. I was there they had some questions and I tried to help them kind of understand the questions of the test. And so I assisted them and I explained to them think about it and stuff like that, and that is how we came to the conclusion. I did not give them a copy of the test. I was there with them while they were taking the test.
 - Eric Drieman – By helping them you mean you were there as the Proctor? The Board is going to take a firmer stand not only to the firefighter instructors, but the State of Indiana.
 - Keith Ross – There as the Proctor and answered questions.
 - Eric Drieman – Okay.
 - Keith Ross - I was not able to make it here for the 1st hearing in March because I was out of town for work. So, I couldn't plead my case then in the process.
 - Eric Drieman – Okay.



- John Smith– Into the allegations sir that you provided a copy of the test to the students, is that true or false?
- Keith Ross – I did not give them a copy.
- Eric Drieman – Well, I understand your right to appeal Mr. Ross and I understand the law judge coming to the conclusion that she came to, but I can say that there has to be a precedence set at one point in order to establish the way things are going be done moving forward. I guess there will have to be a 1st time that the board will have to make a decision in order to have history of what we do. So, regardless of how this Board votes I want to go on the record and say as Chairman of the Board ”This board is going to take a much firmer stance and a much harder stance on the standards that we hold our fire instructors to in the State of Indiana. Whether or not previous Board make-ups did that or did not do that is not for me to decide or debate, but I want to go on the record and get it in the minutes “that moving forward this Board is going to take a much stronger stance not only with the Fire Instructors certifications in the State of Indiana, but all certifications we oversee in the State of Indiana.” So, that hopefully these issues and decisions would be clearer cut than this one appears to be for us. So, with that all in my statements, I open the floor up for any other discussions or comments.
- Jason Rogers – Where is the discrepancy in the two stories coming from? That would be one question I have between the helping students with the test, making copies, giving them copies.
- Keith Ross – One said they did and one said they did not, helping them in discussion documents were submitted for interview and it was confusing to whom was authorizing the documents and who was asking questions during all these interviews. She said, “The interviews appear to be definitely similar time frame but not following uniform format such as who was present, time, date, and location of these reports. One person said one thing one person said another thing. I came out and admitted I did help them with a couple of questions. I thought that admitting that I did you wrong for help for continuing education.
- Eric Drieman – Mr. Ross if you were sitting in our shoes in the chairs up here and you were faced with this circumstance knowing that the decisions we make as a board are seen and read by the entire fire service in the State of Indiana, what would you do? There are several different things here that raise concern for me and I know for the other board members, but how do you think that we should handle this if you were in our shoes and we carried the weight of these certifications for the entire State of Indiana and we were responsible for



overseeing those. Do you understand the position we are in, having to review this matter and what would your opinion be if I were standing where you are and you were sitting where I am?

- Keith Ross – Well I have not been in trouble this is the first incident in 28 years been loyal to the fire department. It would be different if I said nothing happened you know and try to just push it aside, but I did not. I asked for forgiveness, any remedial training, anything you guys would provide towards me for future use.
- Eric Drieman – Okay alright thank you. Anyone else have any other questions for Mr. Ross?
- James Greeson – Has anyone ever been discipline at all in the past?
- Eric Drieman – Not the State level
- Keith Ross – Also it does affect my Lieutenant position at my career fire department. If I lose the Instructor I, which is required I would lose the Lieutenant position at the career fire department.
- Eric Drieman – Okay.
- Keith Ross – With the District Law, I already quit the training position with Danville Fire Department which was \$15,000. So, I have, already gave up that monetarily by stepping away from the position. I am still a Lieutenant at Pittsboro, and currently this would affect my career at Pittsboro.
- Eric Drieman – Thank you for that.
- Eric Gentry – Mr. Buckman with a suspension of one (1) year is there a possibility that he can get his Instructor back without having to retake the course?
- John Buckman – Sure he would have to study the book, do all the skills, and take the written test.
- Eric Gentry – But he would have to redo entire course again like before he got that?
- John Buckman – Right.
- Eric Drieman – Care to make a motion?
- Eric Gentry - I kind of would like to hear what everyone else has to say.
- Michelle Allen – I do not know if the board was given a copy of the brief. In terms of that I know a lot of times you guys want to consider what other people in the community think. I would say that at least in the Administrative Law Judge's letter, she said "The petitioner included eight (8) letters of support as exhibits to the brief from all individuals who serve either as Chief or Assistant for a local fire department. Those were on the behalf of Mr. Ross I just did not know if you guys wanted to consider that in terms of when you make your



decision or what you may do, but there is that in terms of just being more fully centered in terms of what you want to do.

- Eric Drieman – Okay.
- Jason Rogers – Mr. Ross, I do not think that anybody is disputing that you are probably a good guy, that is not what is being said here, or that you are a bad firefighter. I think you made a bad decision. I made the recommendation and I made the motion that we terminate your Instructor Certifications. I still feel that way. I agree that it is the sanctity of the State of Indiana that our instructors have the upmost professionalism. I felt like, and still feel like, that has been violated. So, I will be happy to go out and have a beer with you after this and we can talk about it, but my stance is that this is unacceptable and I disagree with the Administrative Law Judge. I am sorry for that but this is my stance.
- Eric Drieman – Any more discussions?
- James Greeson – How long have you been an instructor? In your position, I guess?
- Keith Ross – I have been with the department for 28 years, and received my Instructor Certification in 2002 or around that time.
- Jason Rogers – You are not fighting the revocation of your Instructor II/III, correct?
- Keith Ross – No, I just need my Instructor I to keep my current position; and not the Instructor II/III. I took that into consideration as a part of the appeal process.
- Eric Drieman – Would anyone like to make a motion?
- James Greeson – I have one more question.
- Eric Drieman – Okay.
- James Greeson – In some of my previous positions I dealt with a lot of disciplinary issues and unless it was a Greivis violation of rules or a local level violation of rules, I do not believe in the death sentence or somebody who cannot actively do their job again at some point. The question I am going to ask, I know he is suspended for a year and have to come back and retake the course again “Is there a minimum suspension where he does not have to do that and he be placed on probation in additional to the suspension? We are talking about someone’s livelihood to some degree and I do not disagree that rules are there to be followed, especially the Board Rules. At the same time, you have someone that has been doing this for approximately 15 years and has not had a violation in the past. I would hate to see the first (1st) time they have a violation that there is a possibility of him losing his livelihood. Obviously he broke a rule, but when the recommendations are given and it puts them in a position where they definitely



would not hold their position on the fire department and may lose or may not even get these certifications again. I guess if I would have any input here or make a motion it would be if we are going to issue a suspension add the suspension to not the length of time that would cause him to lose his certifications and have to go back through the testing and the course. In addition to that, have some probation to the back end of that, so if any violations during that probation time then he would lose the certification. And that is why I asked the question about the amount of time.

- John Buckman – We are looking up his expiration date right now.
- James Greeson – You guys can argue with me if you want too. I have just been dealing with a lot of issues over my past I always try to look at the future and what it does to a person's career.
- Donna Saine – His Instructor I will expire 9/16/18 is what Jason is saying.
- Keith Ross – I did not renew it due to this appeal process
- Jason Coffey – Your Instructor II/III expired in May and your Instructor I is due to expire 9/16/18.
- Eric Drieman – I was at the meeting when we revoked it and I can tell you I was pretty hot. The only problem I have with giving you your Instructor I and showing leniency of the Board and just because you appeal you think you are going to get something back that is my whole hang up with this. By doing Instructor I you cannot be a Lead Evaluator or Proctor of any Technical Rescue classes. You are only going to be doing the basic classes. I would lean towards allowing you to be able to get that back, but not your Instructor II/III.
- Keith Ross – I did not ask for Instructor II/III right now. I was appealing Instructor I.
- Eric Drieman – But that is my whole hang up on this, showing the rest of the state hey were are granting leniency when you appeal a decision.
- John Smith – Marshal Greeson, the only thing I am going to be able to say about this is I have no absolute evidence to the contrary to back up my statement, but there is a lot of difference between only getting caught once and anything else that may have happened.
- James Greeson – I just been sitting here thinking about all the classes I have taken through my career and how many times an instructor in a testing situation would say "Read the question" or there is not a kind of unless they give the answer. Let's be honest it goes on, I mean I am just being honest. We think back to everything we have taken, I do not care if it is at the National Fire Academy or any course when you are taking a test there is usually a question that comes



up, Instructor/Proctor somebody is rolling around the room and somebody has a question, and they do not give the answer but they say “Read the question” or think about it whatever it is. All I am saying is I do not think we should be naïve enough to think (I agree with what you said) first time somebody complains first time it ever happened, but I do not think this position is to be naïve enough to know that it does not happen. I do not care where you are, I do not care what walk of life, whether it is Public Safety or whether it is Law Enforcement or EMS. I do not care where it is, it does go on whether or not the answers are given or not but there is all of these questions.

- John Buckman: So, with the Marshal’s idea (a couple minutes ago) checked in with Legal Counsel his Instructor I expires 9/16/18 and if you were to suspend him, change your motion to suspend him until like today and for example: not to do anything with his Instructor II/III. Then he could do his in-service, his teaching requirements, and can have his Instructor I renewed 9/16/18. He would not lose it because the suspension would be of today’s date and put some kind of probationary period at the end of that.
- Eric Drieman – If he is suspended how is he going to be able to teach to accrue his hours? If he is suspended until this date next year and it expires in September.
- John Buckman – I was saying until today’s date change the suspension from the day it started until today’s date then he will still have almost a year to get his teaching and his adult education to get recertified by 9/16/18. And be on probation for a period of time. He receives punishment, because his Instructor I is suspended for a period of time, and he has given up his Instructor II/III so he lost that because you took it away, but he can still get his training time in, teaching, evaluating, and adult education by September 2018 when he can be recertified.
- Eric Drieman – Okay. I would agree I can live with that with the exception of he will be on probation (my opinion) he would need to be on probation for the remainder of his current certification cycle and the next one.
- Eric Gentry – I agree with that.
- John Smith – Basically for three (3) years then.
- Eric Drieman – More or less.
- Eric Gentry – So, we are talking?
- John Buckman - Approximately thirty-five (35) months.
- Jason Rogers – So, you are talking about backdate the suspension?
- John Smith – Almost 3 years.
- John Buckman – You would have to change it make a motion.



- Eric Gentry – Probation for 3 years or next 35 months. You have any comments Mr. Ross?
- Keith Ross – No, I appreciate you guys giving me the opportunity to clear the atmosphere because I was not here for the first hearing. I do really appreciate you for hearing my case. I messed up and I am here to just thank you guys for hearing me.
- Eric Drieman – Thank you for showing up. Never hurts, I can tell you that I wish more people would do that.
- Eric Gentry – I make the motion to backdate his suspension to 9/16/18 would have been today?
- John Buckman – Suspension would go back to the date of the complaint till today.
- Eric Drieman – You would be suspending his revocation.
- Eric Gentry – What is the dates?
- Eric Drieman – Today is the second it would be effective today. His revocation of Instructor I would change to a suspension and his Instructor II/III would remain revoked.
- Michelle Allen – I think you made the motion on February 27, 2017 to revoke.
- John Buckman – Proctored the test January 14th 2017.
- Michelle Allen – On March 16, 2017 there was a final order of the Board of Firefighting Personnel Standards and Education revoking Mr. Ross' Instructor I and Instructor II/III. On March 16, 2017 is when the suspension/ramification started and the changing act would be to a suspension from March 16, 2017 until today October 2, 2017. However you want to move forward with the probation.
- John Buckman – When considering your motion require him to do the Board Reciprocity test. When we enforce what the rules are he would be tested to them.
- Eric Drieman – Okay. Thank you.
- James Greeson – So, do we have a motion written we all can understand?
- Eric Gentry – That is what I am writing it down.
- James Greeson – I was going to say you should write it down.
- Eric Gentry – ***I will make the motion that Instructor I is suspended from March 16, 2017 through October 2, 2017. He will be on probation for the duration of this Instructor I period and the next Instructor I recertification period which is roughly 35 months or so. He must take the Board Reciprocity test before he operates as an instructor. His Instructor II/III would remain revoked. He will be required to contact the Certification staff at the Indiana Department of***



Homeland Security any time he will be Instructing, Evaluating or Proctoring a course or exam.

- James Greeson – *2nd the motion*
- Eric Drieman - *Have a motion in the second to Mr. Gentry's motion. All of those in favor, "I am going to do a hand vote" signify by raising your right hand: Genoio Brabson, James Greeson, Eric Drieman, John Brown (Brandon Wood), and Eric Gentry to approve. All of those that oppose Jason Rogers and John Smith to deny. Motion carries.*

K. Request for Administrative Appeals – Chairman

L. Old Business –

M. New Business – Suggest dates be set for the 2018 Fire Board Meetings

- John Buckman – The Marshal, we talked about it last week, you have a meeting at the Indiana Volunteer Firefighter Convention in June every year. We would want to suggest a date to have one during the Emergency Response Conference as well.
- Eric Drieman – I would agree, that would be a great idea.
- John Smith – IFVA is going to be Indianapolis next year in 2018, in fact right down the street at Crowne Plaza.
- John Buckman – If anyone has any large events somewhere we can move the meeting a week or two where a bunch of firefighters will be that is what this question is about.
- Eric Drieman – I know they are still have thinking to have them where there are fire schools? Do they still have one in Jasper?
- John Buckman – Yes Jasper has a fire school.
- Eric Drieman – Does New Albany still have one?
- John Smith – No.
- John Buckman – No, Jasper is the only fire school.
- Donna Saine – Currently, you have January 22, 2018 which has already been decided.
- Eric Drieman – Okay.
- Donna Saine – So, you have January, June, and September approximately.
- Eric Drieman – Okay.
- Donna Saine – So, you probably need a March.
- John Smith – Well the June meeting is going to be...



- Eric Drieman – When is Jasper is it in March or early April?
- John Smith – Jasper Fire School is going to be the end of March this year, two weekends in March.
- John Buckman – A question for you both since you are on that group that runs that fire school is “Would they attend on a Friday night or a Saturday night because it is a weekend fire school?” You cannot do it during the day because that is when they are in classes.
- John Smith – Attend the board.
- John Buckman – It would be a quick meeting.
- John Smith – Attending a board meeting sir?
- John Buckman – Yes. You have a lot of people drive in and stay in hotels.
- John Smith – In my honest opinion Jasper Fire School would not be a good time to be having a meeting.
- Eric Drieman – Okay. Enough said. What is everybody’s feeling on the North, South, East, West meetings?
- James Greeson - I do believe that this board should travel probably within an hour or so of Indianapolis in those directions to have a meeting. We do not have to go all the way to Evansville or South Bend. I think Kokomo, Lafayette some places like that just a reasonable drive.
- John Buckman – We can look into Carmel, we can look into Lafayette, and Kokomo.
- James Greeson – If everybody can find it we can have a meeting at the Westfield Academy Training Site, but only if anybody can find it.
- John Buckman – If there are any other ideas of where you think we can have a meeting. Your meetings are every 6 weeks or there about so.
- James Greeson - We can do Columbus.
- John Buckman – We will start looking for them.
- James Greeson – Greencastle?
- John Buckman – We have gone to Greencastle before. We did Kokomo once too a long time ago.
- Eric Drieman – Okay. So you are going to work on the approximate dates and locations?
- John Buckman – Yes.
- Eric Drieman – Any more new business?
- Jason Rogers – I have a question: someone was asking me about the EMS Commission with the working on converting the Instructor II/III to a P.I. (Primary Instructor).



- John Buckman – No. Not quite that accurate. Before the EMS Commission Meeting a week ago Wednesday, they held a discussion about what their P.I training is going to be. I went, Elizabeth Westfall went from EMA because it is one of the things on our Academy list. Should we be training to the same curriculum because the teaching is teaching? By the EMS Commission Rules 80% of it will be the same. So, Elizabeth and I went, Elizabeth represents EMA. The chairman was there and he left, but I stayed for the commission meeting. They approved the national curriculum they setup all their instructors stuff because we suggested having a group get together and discuss this. They had already made their decision on what they are going to do. We will probably still try and have a meeting with them to see if they are open to standardizing the curriculum. The EMS also requires you to teach 50 hours of training before you can get a P.I. and you have to do so many things to get P.I. to actually teach we do not have that in Fire and we do not have that in EMA. That was the discussion, the EMS Commission made a motion to approve to accept their recommendation.
- Jason Coffey – When they are a PI they have to retake the EMT test and retake all practical skills for EMT as well.
- John Buckman – We will see if we can still work something out. They have 450 P.I. and we have 4,500 certified instructors.
- Eric Drieman – I was approached and asked to attend this meeting because a few people on the EMS Commission contention was that Primary Instructors should be Instructor II/III's. So their Instructors should get Instructor II/III automatically and Chief Buckman quickly explained things that we require for Instructor II/III that they do not do.
- John Buckman – When we get Instructor II/III split P.I. will qualify for Instructor 2, but they do not do budgets, supervised high hazard training, and they do not do training needs analysis, the three big skills that take a whole lot of time for the Instructor III portion of it. We are still open to it obviously we would like to want to help fill our class and help fill their class if the first 80% of it is the same. It is about teaching adults, you can have a test on that 80% and then you can have a test on the Board Policies & Procedures, the EMS Commission rules Policies & Procedures, and it can be broken up into two parts.
- John Smith – Any updates on splitting the Instructor II/III?
- John Buckman – We will be starting the Board Rule rewrite, but that is a year away. We are in the process of starting that.
- John Smith – The Module A once completed will be completely Mandatory and getting the SIDS and Autism all pushed into it.



- John Buckman – We are waiting on the test to be separated and make the changes, it should be happening shortly.
- Donna Saine – We are going for an effective date of January 1, 2018 for the new Modules to be completed.
- John Smith – Is there going to be beta testing?
- John Buckman - No just reorganizing.
- John Smith – So, you are moving just a complete of classes out of B into A?
- Donna Saine – Just moving questions out of B into A. Actually taking some questions out of another Module as well. It is being set up so the candidate will take SIDS, Autism and Technical Rescue on line on the LMS System. You would not have to teach a class or give them a test as once they are tested in the LMS it will record their score onto their ACADIS Record.
- John Smith – I do not know why you would not want to teach them in the Module A.
- Donna Saine – You can teach them, but the test on SIDS, Autism and Technical Rescue are now in the LMS. It is not a paper test. It is going to be online. They will login to their own portal account and self-register.
- John Smith – So there will not be a SIDS and Autism questions on the Module A test?
- John Buckman – Or Mandatory or Firefighter I.
- John Smith – Safe Driving? I should say.
- Donna Saine – It will stay in Module A because you will have Mandatory after A and then HazMat Ops and Awareness after completing Module B.
- John Smith – Only if they go through the LMS and get the SIDS and Autism.
- John Buckman & Donna Saine – They will have too. Technical Rescue is also LMS now.
- John Smith - They will have to go through the LMS System to get Tech Rescue, SIDS, and Autism. Once they have completed that with Module A
- John Buckman & Donna Saine – Correct.
- John Smith - Once they completed that with their Module A they will effectively have Mandatory?
- Donna Saine – Right.
- John Smith – Like John said many times that is what a lot that departments want.
- John Buckman – **For the record make sure it is in the minutes** Jason and I were talking a couple weeks ago, but now that we have the LMS have SIDS and Autism



on LMS why are we telling you to go to LMS and take that training and testing and we are obviously passing it on the Firefighter I or Mandatory test. There is no reason to do that so taking it out of all the certification testing that you would get paper or online testing. It would be separate and you would have a separate test, which is already there and available.

- John Smith – Last time I heard about Mandatory it was an Autism question that came from a student that took a Module B test.
- Donna Saine – Bill and I are looking through all the test questions of Module A, B, and C. Module D is not going to change Firefighter II.

N. Open discussion, comments, questions?

None being heard, do we have a motion to adjourn? Motion to adjourn by James Greeson, 2nd Eric Gentry, and all voting members stated Aye to approve. Meeting is adjourned.

Next meeting: November 27, 2017 6pm
Northern Monroe Fire Territory
5081 N Old state Rd 37
Bloomington, IN 47408

Approved: _____
Eric Dreiman, Chairman

Date: _____